



# STRATEGIC PLAN

## 2012-2016

- I. Mission Statement
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Revised 8/1/12



The Delaware Developmental Disabilities Council is federally funded in compliance with the DD Act.

# I. MISSION STATEMENT

The mission of the Delaware Developmental Disabilities Council is to promote and embrace inclusion, equality and empowerment. To that end the Council will:

- \* Fund projects that promote system change
- \* Facilitate access to culturally competent services
- \* Educate the public and policy makers
- \* Hold agencies accountable

The Council believes that:

- \* All individuals should be included
- \* All individuals should be able to exercise their rights and responsibilities
- \* Needs of individuals and families should be met
- \* Supports should be person-centered
- \* Equality should be promoted and the accepted standard

## II. AREAS OF EMPHASIS

1. Health/Healthcare
2. Employment
3. Self Advocacy Organization
4. Formal and Informal Supports and Services
5. Interagency Initiatives

### III. GOALS AND OBJECTIVES

**Goal:** Improve access to affordable, quality healthcare responsive to individual choice.

**Area of  
Emphasis:** Health/Healthcare

#### **Objectives:**

- 1.** Educate at least 300 nurses initially and then 100 other medical providers such as Physicians, Dentists, OTs, and PTs so they become comfortable accepting patients with developmental disabilities and on the need for accessibility within healthcare facilities.
- 2.** Conduct at least two (2) information sessions with people with developmental disabilities and their families to help them become better advocates about their rights and needs concerning accessibility in medical facilities.
- 3.** Educate at least 300 parents and people with developmental disabilities, plus all state legislators on the importance of adequate dental care after the age of 21 for people with developmental disabilities.

**Goal:** Increase person-centered employment statewide for persons with developmental disabilities by at least 10% (as tracked by the Delaware Department of Labor).

**Area of  
Emphasis:** Employment

**Objectives:**

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|-----------|---|
| <b>1.</b> | Educate at least 100 employers to increase their understanding of the variety of jobs or volunteer opportunities that persons with developmental disabilities could perform and the advantages available to them as employers, including incentives for accommodations, if they hire persons with developmental disabilities. |
| <b>2.</b> | Educate at least 300 parents and/or guardians of individuals with developmental disabilities about the potential of their children to work, volunteer, and/or participate in internships that can lead to employment in non-sheltered settings.   |
| <b>3.</b> | Work with Delaware stakeholders to educate school administrators, teachers, parents and students in at least 60 middle schools and/or high schools about current transition from school to work or school to higher education programs.   |

**Goal:** Support the development of leadership and self advocacy skills among persons with developmental disabilities through mentoring and training provided in collaboration with role models with developmental disabilities.

**Area of  
Emphasis:** Self-Advocacy Organization

**Objectives:**

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|-----------|---|
| <b>1.</b> | Support a self-advocacy organization in Delaware to help enable it to conduct meetings; provide its members leadership training and opportunities; discuss current disabilities issues and participate in recreational opportunities. |
| <b>2.</b> | Support at least 100 self advocates to participate in disability advocacy activities.   |
| <b>3.</b> | Promote and fund the Partners in Policymaking and Jr. Partners in Policymaking programs to teach people with developmental disabilities self-advocacy and leadership skills.  |

**Goal:** Promote formal and informal services and supports for people with developmental disabilities and their families which are of high quality, person-centered, inclusive, and accessible to all.

**Area of Emphasis:** Formal and Informal Services and Supports

**Objectives:**

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|----|---|
| 1. | Develop and administer a needs assessment concerning dissemination practices in secondary transition planning and services in Delaware schools. Administer it to all school district superintendents and special education directors, charter school superintendents, and all public middle school principals and vice-principals. Collaborate with the Department of Education and School Districts to create and provide trainings for school district administrators and principals on the academic and functional benefits of including appropriate supports and effective inclusion practices for students in special education. |
| 2. | Research current best practices for individualized and flexible community living options and educate 100 Delaware stakeholders on how to develop more creative options.   |
| 3. | Promote and educate at least 100 families about models of self-determination for adult living including; Self Directed Support Corporations, Micro Boards and Family Consortiums by way of a conference and other training means.   |
| 4. | Research and provide training for administrators and staff of at least 10 summer camp programs on accommodating and including children with developmental disabilities.   |

**Goal:** Promote interagency initiatives across the disability and age spectrum to support community based services for persons with developmental disabilities and their families.

**Area of  
Emphasis:** Interagency Initiatives

**Objectives:**

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|----|---|
| 1. | On an annual basis, collaborate with public and private stakeholders to reach a consensus on top Legislative, Regulatory, Policy initiatives, and secure successful outcomes in 25% of identified initiatives.  |
| 2. | Support the de-institutionalization of persons from long-term residential state institutions to viable and responsive community based services through the review and comment of Home and Community Based Waivers as they come due, review and comment on pending legislation and regulations, review and analyze available data and make recommendations, and educate and advocate through testimony and other written comment regarding the state budget. |